

NHRA Quarterly Update

NHRA continues to bring timely topics for our members and the community. So far in 2007 we have brought Northland Works, "What to do When the Baby Boomers Retire"; MN OSHA Updates; and Worker's Compensation "Managing Cumulative Trauma and Investigating Workplace Injuries".

In addition, in 2007 we added two new board positions. Wayne Lindberg is our Governmental/Legislative Director and will be giving the members periodic updates on legislative issues that face human resources. Sandy Shea is our Diversity Director and is working on diversity initiatives for the NHRA Board, and members. We are pleased to add this dimension and value to our members.

The NHRA Board of Directors is committed to bringing you the best programming and current trends in Human Resources. Please feel free to contact any of the Board members by visiting our website at www.northlandhra.org, go to "About Us" in the left column and click on Board of Directors.

ASTD/NHRA Joint Meeting

Each year NHRA and ASTD alternately host a joint meeting. Last year NHRA partnered with ASTD to bring the "CEO Exchange". This year ASTD is hosting the meeting featuring Earl Hipp, a motivational speaker presenting on "Professional Esteem". This is a not-to-be-missed event, which is geared towards professional and personal development. In addition it is a fantastic opportunity to meet ASTD members and network with HR and training colleagues. Mark your calendar for Tuesday, June 19 at 11:30 am at the Holiday Inn, Duluth, MN for this fun and educational event! To register, and learn more, visit <http://www.astd-duluth.org/>. NHRA will also be sending out a registration request as we get closer to this event.

WELCOME New Members

New members are always welcome to join NHRA. The following are new members that who have joined so far in 2007.

Mollie Lucia, Employment Specialist,
St. Luke's Hospital

Diane Laabs, Communications Coordinator,
Stora Enso Duluth Paper Mill

Layne Grover, Staffing Consultant,
Express Personnel Services

Diane Johnson, Benefits Specialist , SAPPI

Margi Sloan, Training & Employment
Coordinator, SAPPI

Cy Porwall, Labor Relations Leader, SAPPI

Shawn Burns, HR Generalist, St. Luke's Hospital

Philip Zeccardi, Human Resources Coordinator,
Stepping Stones for Living

CERTIFICATION News

NHRA again is hosting study sessions this spring for NHRA members that are seeking PHR/SPHR Certification. Jannifer David is leading this group for the 2007 testing windows in May-June and December-January. NHRA provides the study material and this is free for all NHRA members. If you are interested in becoming part of the study group, please contact Jannifer at jdavid@d.umn.edu.

BENEFITS of SHRM Membership

Did you know that as a SHRM member, you receive a discount on your NHRA annual membership? NHRA is an affiliate of the Society for Human Resource Management, one of the largest professional associations in the world! Visit www.shrm.org to learn more about the many benefits of joining.

SHRM Foundation News

Your Foundation at Work: *Effective Practice Guidelines*

If you are like most HR professionals, you probably lack the time to keep up with the latest research findings in human resource management. To help make research-based knowledge more accessible, the SHRM Foundation has created a new series entitled *Effective Practice Guidelines*, available at <http://www.shrm.org/foundation/1104pulakos.asp>. The guidelines compile and summarize the HR practices in a given area that have been shown to be effective based on research studies. A subject matter expert with both research and practitioner experience distills all relevant findings and expert opinion into specific advice on how to conduct effective HR practice. SHRM members may download the following reports free from the SHRM Foundation website: Performance Management, Selection Assessment Methods and Employee Engagement and Commitment. New reports are added each year. This series is made possible by your contributions to the SHRM Foundation.

The SHRM Foundation: *40 Years of Advancing the HR Profession*



CALENDAR of Events

All Meetings, including the ASTD Joint meeting, are held at the Holiday Inn, 200 W. 1st Street, Duluth, MN 55802

Tue, April 10, 2007

11:30 AM NHRA Monthly Meeting "The SHRM Student Chapter Presents" and HR Legislative Update by Wayne Lindberg

Thu, April 19, 2007

12:00 PM NHRA Board Meeting

Tue, May 8, 2007

11:30 AM NHRA Monthly Educational Meeting

Thu, May 17, 2007

12:00 PM NHRA Board Meeting

Tue, June 19, 2007

11:30 AM NHRA/ASTD Joint Meeting

Earl Hipp will be presenting on "Professional Esteem" Mr. Hipp is a highly sought after motivational speaker. This is an excellent professional and personal development session for our members!

Thu, June 21 2007

12:00 PM NHRA Board Meeting

Mon, July 16, 2007

2:45 PM 3rd Annual NHRA Golf Scramble, Proctor Golf Course • This is a fun event, and a fundraiser to help our community! Mark your Calendars!

TERRI MCGILLVREY

Title: Director of Human Resources

Work: Residential Services of Northeastern Minnesota, Inc. (RSI) - a non-profit corporation that provides innovative supports to individuals with disabilities.

Education: Bachelor of Arts in Business Administration

Completed PHR Certification in January, 2006

I worked for The Schwan Food Company for 14 years. Five years ago I transferred to the Human Resources department as an HRIS Analyst and became very interested in the HR Profession. As an analyst I had exposure to all the functional areas of HR which was a great opportunity to learn

more about the field. In this role, the focus was more on systems and processes. I was later promoted to HR Manager which provided the opportunity to get more involved with the people side of HR.

In August, 2006, we transferred to the area and in November, 2006, I began working for RSI. I love the opportunity to work closely with managers and employees and to be a part of helping to maintain a positive work environment.

I have been a SHRM member for 2 years.

In my spare time I like to spend time with my family and play the piano for church. I look forward to getting involved in the community as well.

Member Spotlight



NHRA Partners with Duluth Chamber for the 2007 Leadership Simucast!

NHRA is a member of the Duluth Chamber of Commerce, which makes all NHRA members Chamber members, too! This year NHRA is partnering with the Duluth Chamber for the 2007 Leadership Simulcast, Maximum Impact: The Influence Index. This one of the largest events of its kind in the world! In one incredible day, you will learn strategies for developing your collective leadership skills and- exceeding your organization's standards for performance, productivity and profit, all the while eliminating expensive travel time that drains your people and your budgets. Speakers include Ken Blanchard, Terry Bradshaw, John C. Maxwell, and many more....

This event is at Amphitheatre at the Duluth Gospel Tabernacle on Friday, May 11 from 8:00 am to 4:00 pm. The price for NHRA members is only \$99.00, which includes a fantastic breakfast items and a catered lunch. This is a one-of a kind leadership development program, and we are very lucky to have such an offering here in Duluth.

Over 80,000 will attend this LIVE global event in over 600 cities and more than 20 countries.

To register for this event, please contact the Duluth Chamber of Commerce at (218) .722-.5501 or inquiry@duluthchamber.com. And don't forget to tell them you are with NHRA!

WEBSITE News

The NHRA website is currently being re-designed. We are very excited about this endeavor! The current existing website will remain up and running until the new website rolls out, so there will be no gap in service. NHRA's goal is provide an easy to use website that includes all HR information our members need and benefit from. Please send any website comments to webmstr@northlandhra.org.

DULUTH News Tribune Features NHRA Column

NHRA has had a column in the Business Monday Section of the Duluth News Tribune since October of 2006. The column appears every other week in the Ask the Expert section. The column features questions and answers on HR and employment/workforce issues that affect employees and employers. This has been a terrific opportunity to advance the HR profession and promote the importance of human resources, which is what we do everyday. We welcome your HR related questions for the column. Please submit to info@northlandhra.org. Thank you members for your commitment to the HR profession!

SMDC Occupational Medicine Conference

"Focus on Disability Prevention"

FRIDAY, APRIL 20, 2007 • 8:00 am – 4:00 pm

Holiday Inn Hotel & Suites, Great Lakes Ballroom, 200 W. 1st St., Duluth, Minnesota

Human resource and benefits managers/administrators are invited to attend!

TO REGISTER AND PAY ONLINE GO TO:
www.smdc.org/medical_education_course_reg.asp

REGISTRATION DEADLINE: APRIL 13, 2007 All registrations will be confirmed via letter. If, by one week prior to the conference, you have not received your confirmation, please call (218) 786-1198.

Financial Report As of Feb. 28, 2007

U S Bank Checking	1,935.45
Savings	24,144.61
Savings Certificate	6,055.69
Pay Pal	3,549.15
Accounts Receivable	1,800.00
Total Assets:	\$37,484.90





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NHRA 2007 BOARD OF DIRECTORS

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Steve Korby, *Director At-Large*

Mark your calendars for the 3rd Annual NORTHLAND HUMAN RESOURCES ASSOCIATION Golf Tournament / Fun Day

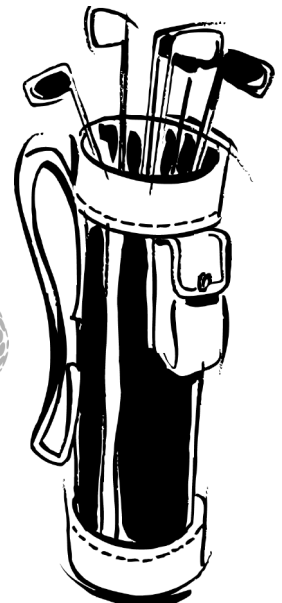
Monday, July 16, 2007

3:00 pm tee time (be there by 2:45)

Proctor Golf Club/Hwy 2, Proctor, MN

This will be a nine hole "scramble team event" followed by a picnic dinner and awards. You can build your own foursome or register individually. Golfers of all abilities are invited, in fact, encouraged to play in this fun event. All NHRA members and guests are invited . . . also, please feel free to bring a door prize with your company logo etc. displayed (i.e. gift certificates, golf balls, t-shirts, hats, umbrellas, etc.).

Questions? Call Steve Korby at (218) 730-5213.



* Raffle tickets will be sold for door prizes from the players. Funds collected will be donated to Flex Work and/or other area non profits.

* **Businesses.....**if you are interested in sponsoring a "hole" at this event, please contact Missy Kuhlmeier at (218)-727-8081. Hole sponsors will be recognized and thanked at the golf course and on the NHRA Website.